

**C4L – Social Work/Counselor**

June 28, 2010

**(CHOOSE ONLY ONE PRIMARY WORK ASSIGNMENT  
MINIMUM QUALIFICATION AND CORRESPONDING  
SUBSTITUTION FOR EACH VACANCY)**

| <b>Title/Class Code</b>                                | <b>Education/Experience/Licensure/<br/>Certification</b>   | <b>Substitutions</b>   |
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| <b>Social Work I<br/>OR<br/>Counselor I<br/>C4L1TX</b> | <p>Social work assignment ONLY: A bachelor's degree from an accredited college or university in psychology, social work, counseling, or related field appropriate to the assignment.</p> <p><b>OR</b></p> <p>General Counseling work assignment ONLY: Bachelor's degree from an accredited college or university in psychology, social work, counseling, or related field appropriate to the assignment.</p> <p><b>OR</b></p> <p>Substance Abuse Counseling work assignment ONLY: Bachelor's degree from an accredited college or university in psychology, social work, counseling, or related field appropriate to the assignment.</p> | <p>Social work assignment ONLY: A combination of work experience and education that provided the same kind and level of knowledge acquired in the required education for the bachelor's degree on a year-for-year basis.</p> <p>General Counseling work assignment ONLY: A combination of work experience and education that provided the same kind and level of knowledge acquired in the required education for the bachelor's degree on a year-for-year basis.</p> <p>Substance Abuse Counseling work assignment ONLY: A combination of work experience and education that provided the same kind and level of knowledge acquired in the required education for the bachelor's degree on a year-for-year basis.</p> |

| Title/Class Code   | Education/Experience/Licensure/<br>Certification  | Substitutions   |
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| <b>Social Work II<br/>OR<br/>Counselor II<br/>C4L2XX</b> | <p>Social work assignment ONLY: Valid Social Worker license (LSW) from the State of Colorado and one year of practice experience as a social worker.</p> <p style="text-align: center;"><b>OR</b></p> <p>General Counseling work assignment ONLY: Valid Professional Counseling License (LPC) or Clinical Social Worker license (LCSW) from the State of Colorado.</p> <p style="text-align: center;"><b>OR</b></p> <p>Substance Abuse Counseling work assignment ONLY: Bachelor's degree from an accredited college or university in psychology, social work, counseling, or related field appropriate to the assignment, possession of a valid Level III Addiction Counselor Certification (CAC III) from the State of Colorado and one year of practice experience as a certified addiction counselor.</p> | <p>Social work assignment ONLY: Valid Clinical Social Worker license (LCSW) from the State of Colorado for the Social Worker license (LSW) and one year of practice experience as a social worker.</p> <p>General Counseling work assignment ONLY: At the agency's discretion, Marriage and Family Therapist license (LMFT) for the Professional Counseling license (LPC) or the Clinical Social Worker license (LCSW).</p> <p>Substance Abuse Counseling work assignment ONLY: A combination of work experience and education that provided the same kind and level of knowledge acquired in the required education for the bachelor's degree on a year-for-year basis. A valid Addiction Counselor license (LAC) from the State of Colorado for the CAC III and, at the agency's discretion, for the required experience.</p> |

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| <p><b>Social Work III<br/>OR<br/>Counselor III<br/>C4L3XX</b></p> | <p>Social work assignment ONLY: Valid Clinical Social Worker license (LCSW) from the State of Colorado and one year of practice experience as a licensed clinical social worker.</p> <p style="text-align: center;"><b>OR</b></p> <p>General Counseling work assignment ONLY: Valid Professional Counseling license (LPC) or Clinical Social Worker license (LCSW) from the State of Colorado and one year of practice experience as a licensed clinical social worker or licensed professional counselor.</p> <p style="text-align: center;"><b>OR</b></p> <p>Substance Abuse Counseling work assignment ONLY: Bachelor's degree from an accredited college or university in psychology, social work, counseling, or related field appropriate to the assignment, possession of a valid Level III Addiction Counselor Certification (CAC III) from the State of Colorado and two years of practice experience as a certified addiction counselor.</p> | <p>Social work assignment ONLY: None.</p> <p>General Counseling work assignment ONLY: At the agency's discretion, Marriage and Family Therapist license (LMFT) for the Clinical Social Worker license (LCSW) or Professional Counseling license (LPC) and one year of practice experience as a marriage and family therapist for the one year of experience as a licensed clinical social worker or licensed professional counselor.</p> <p>Substance Abuse Counseling work assignment ONLY: A combination of work experience and education that provided the same kind and level of knowledge acquired in the required education for the bachelor's degree on a year-for-year basis. Valid Addiction Counselor license (LAC) from the State of Colorado for the CAC III and, at the agency's discretion, for one year of the required experience.</p> |

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| <b>Social Work IV<br/>OR<br/>Counselor IV<br/>C4L4XX</b> | <p>Social work assignment ONLY: Valid Clinical Social Worker license (LCSW) from the State of Colorado and two years of practice experience as a licensed clinical social worker.</p> <p style="text-align: center;"><b>OR</b></p> <p>General Counseling work assignment ONLY: Valid Professional Counseling license (LPC) or Clinical Social Worker license (LCSW) from the State of Colorado and two years of practice experience as a licensed clinical social worker or licensed professional counselor.</p> <p style="text-align: center;"><b>OR</b></p> <p>Substance Abuse Counseling work assignment ONLY: Bachelor's degree from an accredited college or university in psychology, social work, counseling, or related field appropriate to the assignment, possession of a valid Level III Addiction Counselor Certification (CAC III) from the State of Colorado and three years of practice experience as a certified addiction counselor.</p> | <p>Social work assignment ONLY: None.</p> <p>General Counseling work assignment ONLY: At the agency's discretion, Marriage and Family Therapist license (LMFT) for the Clinical Social Worker license (LCSW) or Professional Counseling license (LPC) and two years of practice experience as a marriage and family therapist for the two years of experience as a licensed clinical social worker or licensed professional counselor.</p> <p>Substance Abuse Counseling work assignment ONLY: A combination of work experience and education that provided the same kind and level of knowledge acquired in the required education for the bachelor's degree on a year-for-year basis. Valid Addiction Counselor license (LAC) from the State of Colorado for the CAC III and, at the agency's discretion, for one year of the required experience.</p> |